

Employee Dispute Resolution via a Network

Abstract: A unique method for resolving employee disputes via a network is disclosed, the method comprising: typing a grievance in a computer readable form; communicating the grievance to a first lower level of representation in a union if one exists; communicating an approved grievance to a first lower level of management in a defending company; communicating the grievance to a human resources organization within the company; communicating responses to said grievances back to the grievant and any representing organization; when the grievance is not resolved by the lower levels of management, repeatedly communicating the grievance to a higher level of management within the organizations until the grievance is resolved; and when the grievance is not resolved within the organizations, communicating the grievance to an outside party or to an approved peer body for resolution. Substantially all communications are performed via a private computer network, the public Internet, or via wireless networks. The method substantially replaces the paper-based method of resolving disputes in complex organizations that may have union representation. The method grants administration rights to all party domains for privacy and data protection. The method includes time guideline management, remedy implementation management, database storage and retrieval and decision support, management reporting features, and group dispute resolution capabilities.